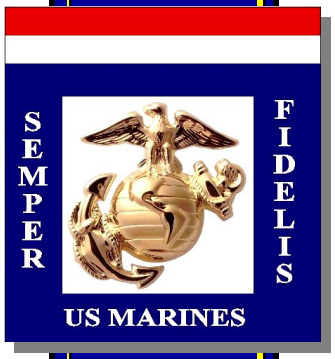


CCLD Update
FY 04 ITM COI Summit

22 October 03

Tony Torres-Ramos

Topics

- **Our participation with the Navy's Civilian Leadership Development Assessment tool**
- **Update on the Civilian Workforce Development Information Management Application (CWDIMA)**
- **Discuss COGNOS, DON OCHR Reporting Tool**
  - *COGNOS, A Business Intelligent Reporting Tool that supports ad hoc and data extractions for statistical reporting*
- **2003 CCLD Conference**

CLDA Pilot Overview

- Pilot period is 21 July to 24 October 2003
- Web-enabled 360 degree assessment instrument
- E-mail notifications
- Administrator tools
- Evaluator selection flexibilities
- Evaluator tracking function for participants
- Assessment report (On-line & “downloadable”)
- Four Navy Sites
- 14 Marine Corps Sites

Marine Corps Participants

- **Manpower & Reserve Affairs**
- **MCAS Beaufort**
- **MCAS Cherry Point**
- **MCAS Yuma**
- **MCAS Miramar**
- **MCAGCC 29 Palms**
- **MCLB Albany**
- **MCB Camp Lejeune**
- **MCB Camp Pendleton**
- **MCB Quantico**
- **MCB Camp Butler**
- **MCRD San Diego**
- **MCRD Parris Island**
- **9th MCD Kansas City**

Participant's Process

- Identify/Select Evaluators
  - One Supervisor
  - 3 to 5 Peers
  - 3 to 5 Subordinates
- Complete Demographics & Job Information Section
- Complete the Skills Inventory
- Monitor Evaluations
- Individual Feedback Report
- Leadership Development Planning

CLDA Welcome Page

Good Afternoon,

Welcome to the Civilian Leadership Development Application (CLDA)

ver. 1.1

This application is used to assist identifying leadership development needs and job strengths.

Special Instructions Displayed from the Settings Table
October 15, 2002

Developed by Software Engineering/Project Management Division(N65)
Commander, US Pacific Fleet | Comments/Suggestions : CLDA Administrator
This is an Official Navy Website | Please Read Our Warning & Disclaimer

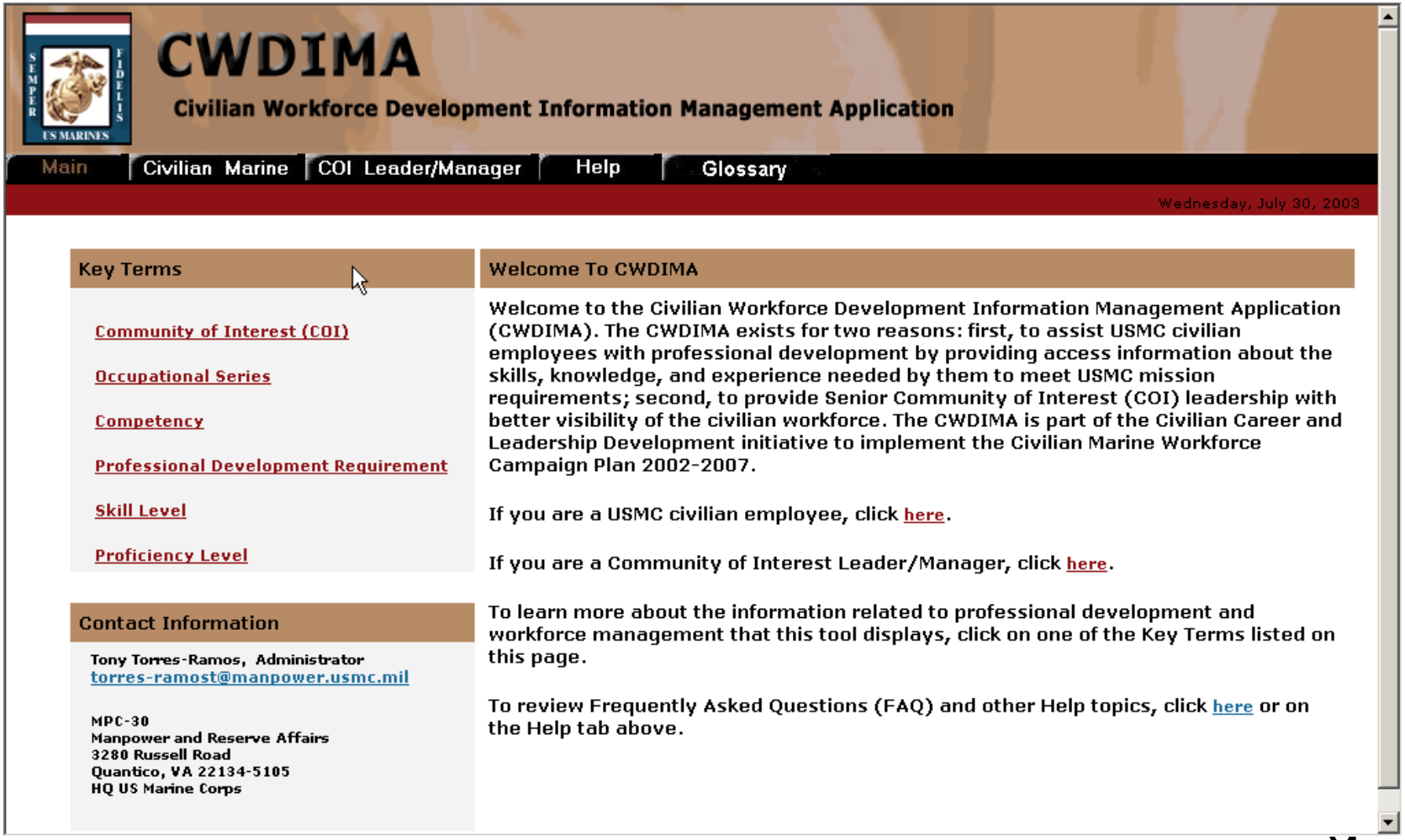
Civilian Workforce Development Information Management Application, CWDIMA

- Developed by Bearing Point
- Two COI's
  - Contracts
  - ITM
- Developed at Oracle
- Migrated to M&RA
  - Development Server
- Conducted Internal Review 16 July
- Conducted Pilot 22 July
- Migration of All COI data into Database
- Contract expired 31 July
- Next Steps
  - PM Syscom
  - Contract Vehicle
  - Leverage Pilot
  - Phases for Production Environment

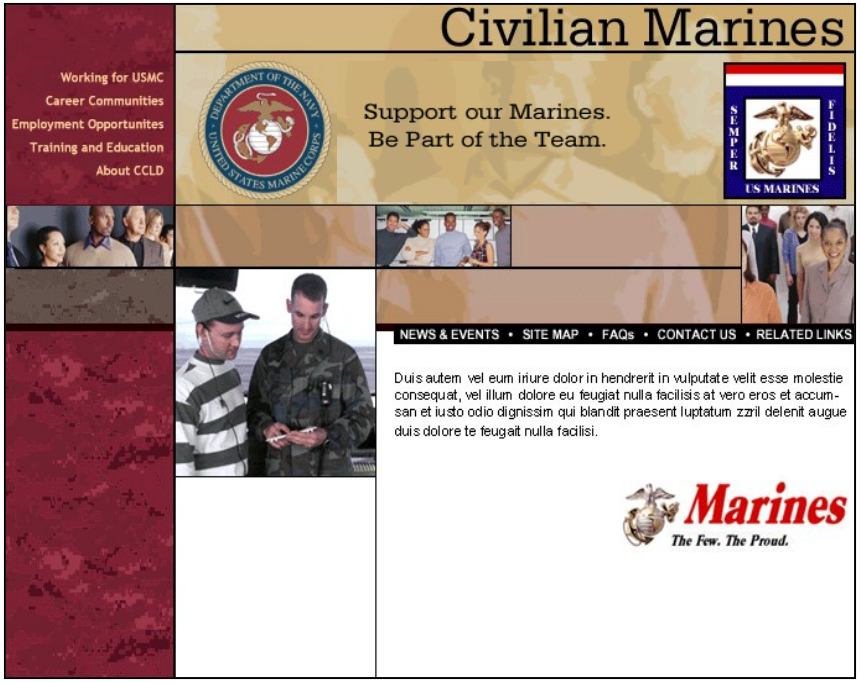
Functionality

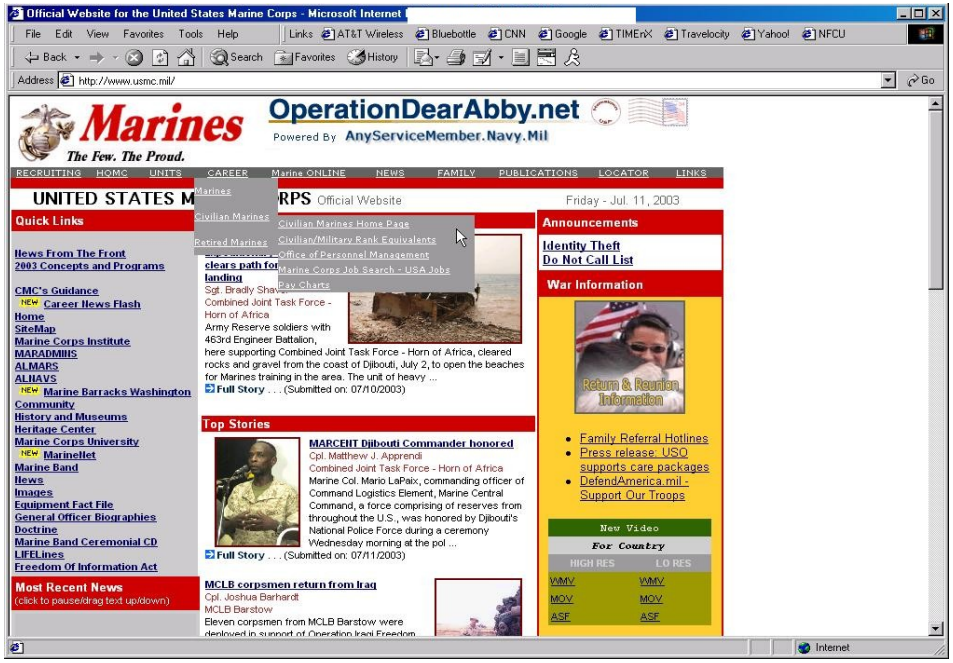
- **Civilian Marine**
  - View Competencies
  - View Competency Definitions
  - Create Functional Competency/Proficiency Assessment
  - Compare Proficiencies against Template
  - View Professional Development Attributes
  - Record Professional Development Attributes
  - View positions by Series/Location
- **COI Leader/Manager**
  - View Occupational Series in your COI
  - View Competencies for Occ Series in your COI
  - View Professional Development Attributes for your COI
  - View Positions in your COI
    - By Series
    - By Grade Level
    - By Activity Name
  - Reports

Portal To Competency Management


CWDIMA
Civilian Workforce Development Information Management Application
Main
Civilian Marine
COI Leader/Manager
Help
Glossary
Wednesday, July 30, 2003
Key Terms
Community of Interest (COI)
Occupational Series
Competency
Professional Development Requirement
Skill Level
Proficiency Level
Contact Information
Tony Torres-Ramos, Administrator
torres-ramost@manpower.usmc.mil
MPC-30
Manpower and Reserve Affairs
3280 Russell Road
Quantico, VA 22134-5105
HQ US Marine Corps
Welcome To CWDIMA
Welcome to the Civilian Workforce Development Information Management Application (CWDIMA). The CWDIMA exists for two reasons: first, to assist USMC civilian employees with professional development by providing access information about the skills, knowledge, and experience needed by them to meet USMC mission requirements; second, to provide Senior Community of Interest (COI) leadership with better visibility of the civilian workforce. The CWDIMA is part of the Civilian Career and Leadership Development initiative to implement the Civilian Marine Workforce Campaign Plan 2002-2007.
If you are a USMC civilian employee, click here.
If you are a Community of Interest Leader/Manager, click here.
To learn more about the information related to professional development and workforce management that this tool displays, click on one of the Key Terms listed on this page.
To review Frequently Asked Questions (FAQ) and other Help topics, click here or on the Help tab above.

Access Will Be Through USMC Official Website


Civilian Marines
Working for USMC
Career Communities
Employment Opportunites
Training and Education
About CCLD
Support our Marines.
Be Part of the Team.
US MARINES
NEWS & EVENTS • SITE MAP • FAQs • CONTACT US • RELATED LINKS
Duis autem vel eum iriure dolor in hendrerit in vulputate velit esse molestie consequat, vel illum dolore eu feugiat nulla facilisis at vero eros et accumsan et iusto odio dignissim qui blandit praesent luptatum zzril delenit augue duis dolore te feugait nulla facilisi.
Marines
The Few. The Proud.



COGNOS

- **Access to data from DCPDS**
  - **Support Civilian Workforce Campaign Plan Implementation Goal 2 (Establish Integrated Total Force Management Approach)**
  - **Extraction of Statistical Data in Support of COI Activities**
- **Training is now Available**
  - **Navy will Train Field Activities**
    - **Restricted Access to Activities Serviced**
  - **CCLD will coordinate training for HQMC**
    - **Unrestricted access**
    - **Train Marine Corps Personnel as Needed**

2003 CCLD Conference

- **September 16-18 2003**
- **Island Club, Naval Air Station, North Island, CA**
- **Attendance**
  - **CCLD Coordinators**
  - **CHRO Representatives**
  - **COI Managers**

Guest Speakers

- Keynote Speaker- BGen Paxton, CG,MCRD San Diego
- Mr. Charles Rogers, Director Civilian Personnel Management Services, The National; Security Personnel System (NSPS)
- Ms. Marcia Tremaine, Civilian Community Management (CNO,N11)
- Dr. Edith Alexander, DON, Training Program Manager Office
- Mr. Michael Rhodes, HR COI Leader, M&RA
- Ms. Carla Liberator, COI Leader, Logistics
- LtCol Jeffrey MacMillian, OPS O, College of Continuing Education, Distance Education Programs, Marine Corps Advanced Distributed Learning

Purpose of Conference

- Obtain Validation and recommendations from Command representatives and COI Managers for implementation of the Civilian Workforce Campaign Plan
- Provide stakeholders the opportunity for input to the Civilian Workforce Campaign Plan
- CCLD Logo
- Analyze group recommendations to finalize the implementation Plan

Roundtable Discussion Groups

- Community of Interest
- Civilian and Leadership Development
- Human Resources

COI Panel Discussion

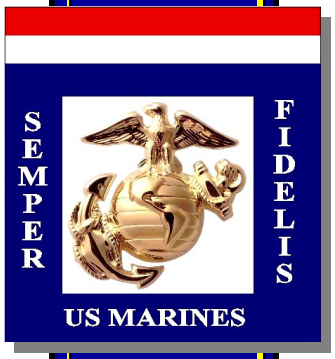
- Mr. Michael Rhodes, Community Leader, Human Resources
- Ms. Carla Liberatore, Community Leader, Logistics
- Ms. Karin Dolan, Community Leader, Intelligence

Summary of Conference

- Recommendations were obtained from Roundtable Groups
- General comments from conference evaluations were positive
- The panel discussion was particularly favorable with participants
- Analysis of recommendations will be cross matched with CWCP goals and objectives

CCLD Logo

Questions?



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